

**LCD Module 5: Remuneration Committee Essentials
SGX-SID Listed Company Director (LCD) Programme**

Co-organised by: Singapore Exchange Limited, Singapore Institute of Directors and Aon Consulting
 Date: **Tuesday, 24th August 2010**
 Venue: **Marina Mandarin Singapore, Taurus Level 1**
 Time: 8.30am to 12.30pm
 Non-SID Member: S\$340(NETT Per Person)
 SID Member: S\$270(NETT Per Person)

Programme

With all the intense shareholder scrutiny, media attention and the ever increasing complexity of business management and executive compensation plans, it seems that chairing and serving on the Remuneration Committee (RC) is becoming one of the most difficult jobs in corporate boards these days. Shareholders will increasingly demand the RC to take a higher level of active oversight in how directors and senior executives are being paid and scrutinize the business rationale behind every single compensation component.

Against the backdrop of the current expectation, the RC Essentials aims to blend real issues with practical solutions. The half-day module is designed to provide an overview of the issues facing a RC, suggested practices, case studies, and voice of a practitioner and/or panel discussion.

Programme:

8:30am	Registration
9:00am	Role and Challenges of the Remuneration Committee
9:30am	Trends in Executive Compensation
10:00am	The role of RC in compensation issues, planning and reviewing executive performance, and forging consistent principles between executive and other employee compensation strategy.
10:30am	Refreshments
10:45am	Checklist for auditing the compensation strategy
11:15am	Executive and Board Compensation design considerations, Incentive & Equity-based Compensation, special executive compensation issues such as employment contract, severance and change-in-control arrangements
12:00pm	Q&A
12:30pm	Lunch

LCD Module 5: Remuneration Committee Essentials
SGX-SID Listed Company Director (LCD) Programme
Marina Mandarin Singapore, Taurus Level 1
Tuesday, 24th August 2010
8.30am to 12.30pm

Instructors:

Na Boon Chong, Aon Consulting
Director, Consulting, South East Asia

Boon manages the consulting business for Aon Consulting. His areas of expertise range widely from corporate governance and executive compensation, public sector pay, organization transformation and post merger integration, to talent management; performance management and other major critical human capital practices.

Boon oversees the Best Managed Boards Award, a joint study with the Singapore Institute of Directors (SID), which examines best board practices locally and globally. The study is a part of the Singapore Corporate Awards organized by SGX and the Business Times. He is also leading the Director Survey of SID starting in 2008.

He is instrumental in introducing best practice tools, protocols and analytics in executive compensation, board and director evaluation to a number of market leaders in Singapore; and, also frequently contributes professional views in board management issues such as board/executive performance, compensation, leadership and succession.

Kumar Subramanian, Aon Consulting
Regional Practice Leader, Executive Compensation and Enterprise Performance, Southeast Asia

Kumar leads the Executive Compensation and Enterprise Performance practice for Aon Consulting in Southeast Asia. He has more than 12 years of Management and Human Capital consulting experience with leading companies in the region.

Kumar has a strong record of leading complex enterprise transformational programs in the area of Value Based Management, Performance management and Incentive Plan Design, Operations Improvement and Shared Services implementation.

He has led many research studies on shareholder value creation performance of companies in the South Asia and South East Asia regions and has authored many articles in leading business publications.

LCD Module 5: Remuneration Committee Essentials
SGX-SID Listed Company Director (LCD) Programme
Marina Mandarin Singapore, Taurus Level 1
Tuesday, 24th August 2010
8.30am to 12.30pm

Alan Pang, Aon Consulting
Director, Global Research Center

Alan manages the Global Research Center for Aon Consulting. His areas of expertise range from corporate governance, executive compensation, human capital risk and HR management globalization. He has extensive consulting experience in industries of automotive, hi-tech equipment, raw material, telecommunication, trading, and transportation in Asia, especially Greater China. His clients include major organizations in multinational, joint venture, and local sectors.

Prior to joining Aon Consulting, he spent 12 years in HR area, most recently as another global HR consulting firm's Managing Director of Greater China, taking care of their HR outsourcing business. The consecutive winning of China Staff's Outsourcing Firm of the Year in a row from 2005 through 2008 is a good reflection of his leadership and business acumen.

After joining Aon Consulting, he managed the Best Managed Boards Award in Singapore for 2010, and also led the launch of Aon Consulting's eBoard Evaluation online tool for board effectiveness.

**LCD Module 5: Remuneration Committee Essentials
SGX-SID Listed Company Director (LCD) Programme
Marina Mandarin Singapore, Taurus Level 1
Tuesday, 24th August 2010
8.30am to 12.30pm**

Registration Form

Please complete the registration form by **17th August 2010** and **fax to: 6227 9186**

- Ms Florence Lum, Tel : (65) 6227 2838 / E-mail: florence@sid.org.sg
 - Ms Daphne Wan, Tel ; (65) 6227 2838 / E-mail: daphne@sid.org.sg
- Fees per person: (i) **Non-SID members: S\$340 NETT** (ii) **SID members: S\$270 NETT**

Our company would like to register the following person(s) for the Programme:

1) Name & Designation :

SID Membership : Yes (S\$270 NETT) Membership No. _____
 No (S\$ 340 NETT)

2) Name & Designation :

SID Membership : Yes (S\$270 NETT) Membership No. _____
 No (S\$340 NETT)

Submitted By:

Company Name: _____

Contact Person: _____ Contact No: _____

Mailing Address: _____

E-mail Address: _____ Date Submitted: _____

Payment Option(s):

i) Bank Name/Cheque Number: _____ Total Amount: _____

Cheque Payable to: **Singapore Institute of Directors** Attn: Ms Florence Lum

Mailing address: Singapore Institute of Directors, 3 Shenton Way #15-08, Shenton House, Singapore 068805

ii) Telegraphic Transfer:

Payment details: Bank Name: **DBS Bank Limited**, Branch: **Raffles Place Branch**, Bank Code: 7171, Beneficiary Name:

Singapore Institute of Directors, Account Number: **048-016620-2**, Swift Code: **dbsssgsg**

Bank Name: _____ Reference No. _____

(NOTE: ALL BANK CHARGES ARE TO BE BORNE BY THE APPLICANT)

Registration, Refund, Cancellation & Payment Policy

1. Please fax your registration form to 6227 9186 to secure a seat by 17th August 2010
2. Registration form and payment must reach the Secretariat 5 working days before the seminar.
3. SID reserves the right to refuse admission if payment is not received in full and before the seminar.
4. No refund will be given if participant wishes to withdraw from the seminar, however substitute delegates are welcomed, subject to SID being notified at least 2 working day before the seminar of the details of the substitute delegate.
5. A no show fee of S\$270/S\$340 respectively will be charged if participant fails to attend the seminar after registration.